

Module 3

Generational Learning

2-01



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Module Objectives

Upon completion of this module, the participant will be able to:

- Compare the differences and similarities in learning styles across all generations
- List the characteristics of different generations of adult learners
- Explain the techniques for motivating multi-generational learners



Basic Questions About Learning



How do people learn?



How can we tell
if someone has
learned something?

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Cardinal Rule

At the very least, a teacher or trainer must never do anything that makes it more difficult for the participant to learn.



Differences and Similarities in Learning Styles Across All Generations

Children:

- Rely on others
- Accept information
- Expect to use knowledge in the future
- Have little experience
- Offer limited resources



Adults:

- Decide for themselves
- Need to validate information
- Expect immediate use
- Have past experience
- Serve as a resource



Multi-Generational Instruction

“Everyone belongs to a generation.

Some people *embrace* it like a warm familiar blanket, while others *prefer not to be lumped in* with their age mates. Yet like it or not, when you were born dictates the *culture* you will experience. This includes the highs and lows of pop culture, as well as world events, social trends, economic realities, behavioral norms, and *ways of seeing the world*. The society that molds you when you are young stays with you the *rest of your life.*”

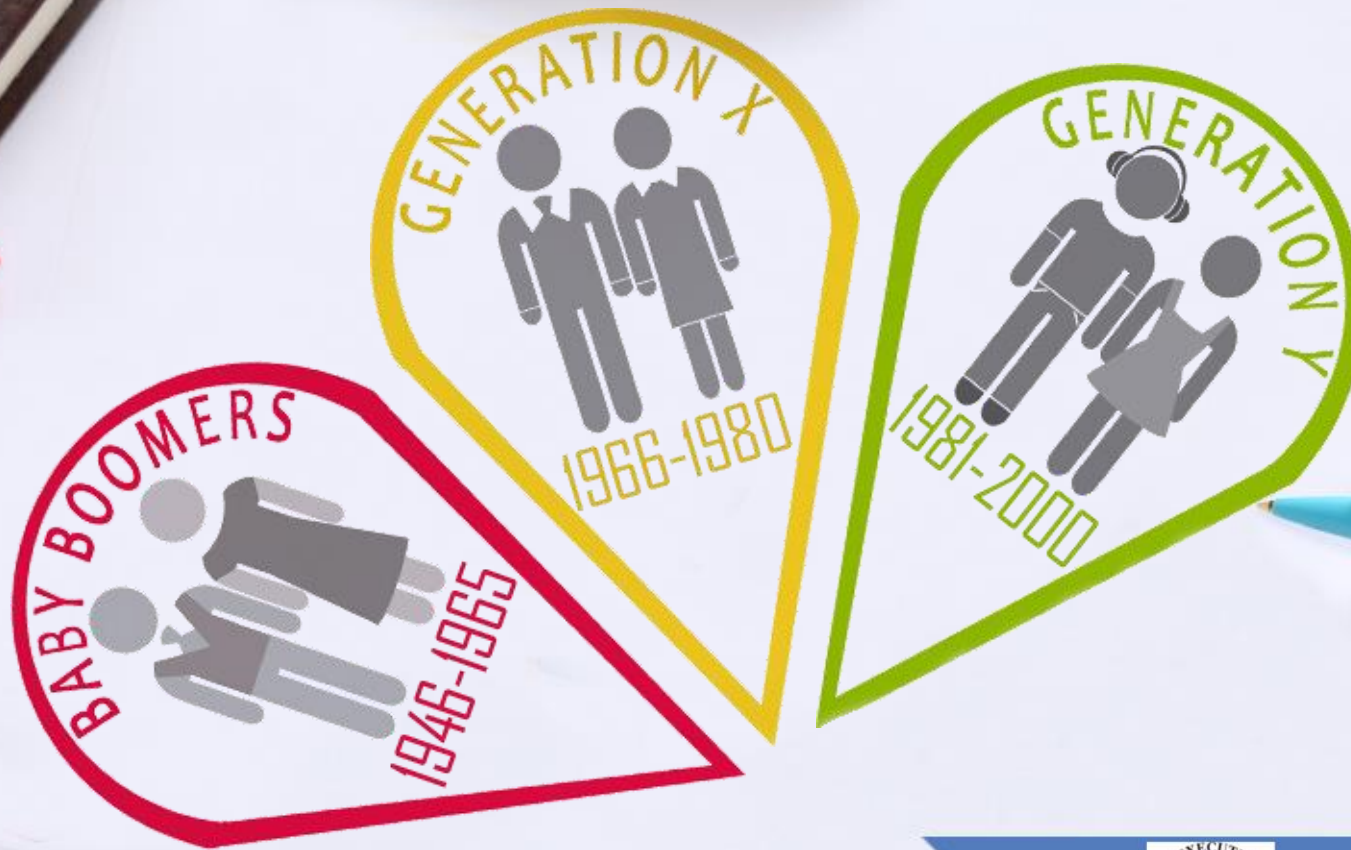
Jean M. Twenge, PhD

Generation Me:

Why Today's Young Americans Are More Confident, Assertive, Entitled – and More Miserable Than Ever Before



Multi-Generational Instruction

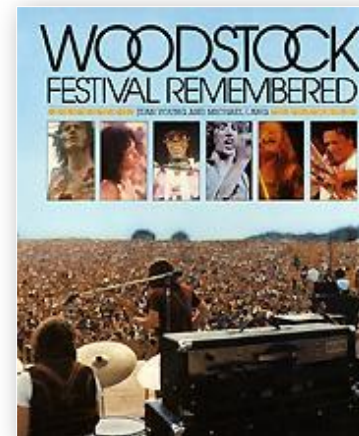


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Baby Boomers



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Baby Boomers

Baby Boomers were taught in a linear fashion.

A → B → C → D → E



Generation X



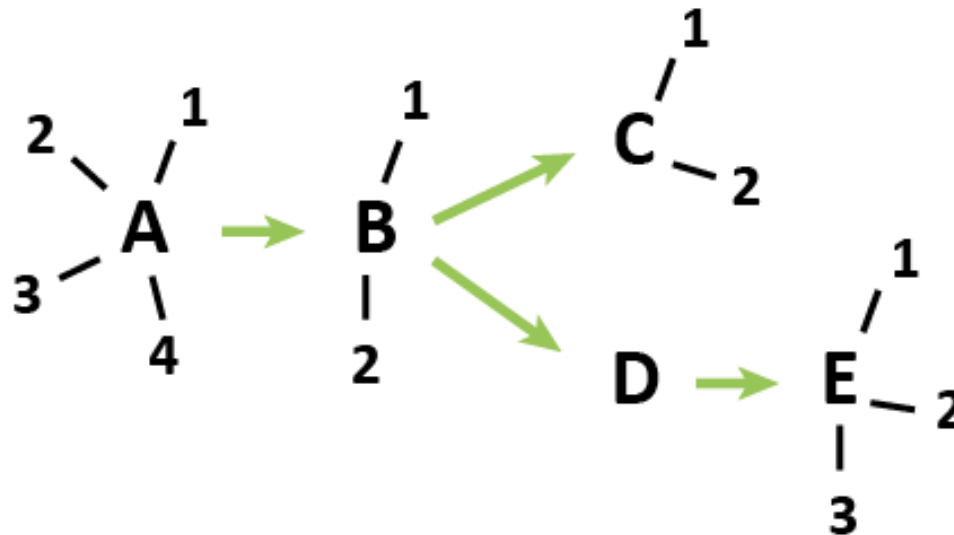
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Generation X

Gen Xers were taught in pods or modules.

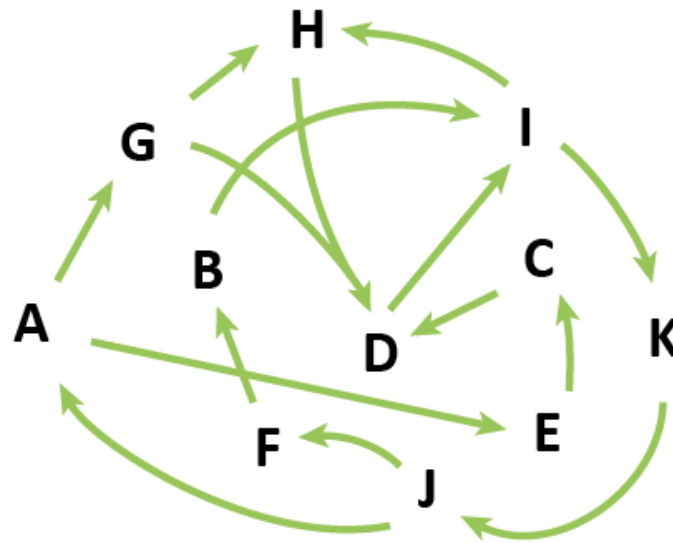


Generation Y - Millennial



Generation Y - Millennial

Millennials were taught in a more constructivist environment.



Generation Z



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- Share Experiences
- Change Activities
- Use technology wisely
- Make assignments
- Foster a team environment
- Plan for and require participation
- Find the right mix
- Encourage discussion
- Recognize excellent performers individually
- Develop individual and group exercises and activities



- Focus on relevant problems
- Ensure the learning is relevant
- Relate training to what learners already know
- Allow debate and challenge of ideas
- Encourage learners to be resources
- Respect your participants



- Learning needs to be problem centered
- Appeal to their need for personal growth and gain
- Information integration is necessary
- Case studies and examples should be realistic
- Feedback and recognition
- Account for learning style differences



- Create a safe and comfortable environment
- Facilitate interaction
- Promote activities



Module 3 Summary

- Compare the differences and similarities in learning styles across all generations
- List the characteristics of different generations of adult learners
- Identify basic adult learning rules to maximize training effectiveness
- Explain the techniques for motivating multi-generational learners

